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Form 6: Goals & Measures of Success

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(Look at your values and vision statement. For each value you wrote on FORM 5, develop a goal and measure of success. There may be several goals for each value.)

VALUE #1 – STRONG LEADERSHIP

Goal:

Measure of success:

A stable Tribal government.	Less turnover of Council.
	The number of community members that participate in General Council meetings increases yearly.
	Tribal economy improving yearly.
A well-trained and responsible Tribal Council and Administrative Staff	New Tribal programs are being implemented yearly.
	The Tribal audit is finding-free every year.
	Existing grants work plans are completed on time and to the satisfaction of the funders and all the money has been spent at closeout.
A Tribal Council that makes decisions based on a Community-driven Comprehensive Plan and sound policies.	Someone had been hired or assigned as the Community Plan Manager to keep the Community Comprehensive plan moving forward.
	Prioritized projects and programs are being implemented.
	Tribal policies and procedures are reviewed and revised (if needed) to reflect the promotion of community goals and values.
Good communication between the Tribal Council and the Community.	Processes are in place and being utilized to inform the community of Council decisions and of the progress of the implementation of community prioritized projects and programs.

	Processes are in place and someone has been appointed to continue to meet with the community to keep the planning process alive.
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VALUE #2 – JOB OPPORTUNITIES

Goals:

Measures of success:

A variety of “living wage” job opportunities are available for all Tribal members and their spouses.	Job training is being offered to Tribal members.
	The unemployment rate has dropped every year for 5 years in a row.
	The median household income on the Reservation has risen every year until it meets or surpasses the state average.
	The population of the Reservation has increased every year beginning year 2 of the Community Plan implementation.
A variety of jobs for all Tribal youth.	All our Tribal youth is employed.
	The crime rate amongst our youth has dropped to zero in 4 years.
A community that supports a variety of cottage industries.	Two new cottage industries have been started on the Reservation in 5 years; and five within 10 years.
	A program has been set up by the Tribe to assist with business plans, etc.
	The Tribe has set up a program to assist Tribal members who want to start up a cottage industry to get the necessary training and funding.
An active Economic Development Board that is responsive to the needs of Tribal members.	Two new businesses that employ 10 or more Tribal members have been started within 5 years; five within 10 years.
	One new business that employs 20 or more Tribal members have been started within 5 years; two within 10 years
	A jobs program that helps with job placement, preparing business plans, resumes, business loan applications etc. is in operation.

VALUE #3a – FAMILY

Goals:

Measures of success:

A community that enables families to stay together	Young adults are choosing to stay on the Reservation to raise their families.
	The population of the Reservation has increased steadily over a 10-yr period.
Parents are able to find “living wage” jobs on the Reservation.	The median household income on the Reservation has increased every year until it meets or exceeds the national average.
	Two new businesses that employ 10 or more Tribal members have been started within 5 years; five within 10 years.
	One new business that employs 20 or more Tribal members have been started within 5 years; two within 10 years.
	A jobs program that helps with job placement, preparing business plans, resumes, business loan applications etc. is in operation.
A community that offers many family-based social and recreational activities.	A Recreation Center with a gym and weight room & pool has been built within 5 years.
	There is a program established on the Reservation that brings bi-weekly cultural activities onto the Reservation.
	There are a variety of activities to choose from on the Reservation.
A safe and healthy place to raise a family.	The Tribe offers a variety of education and prevention programs that promote a healthy life-style.
	The crime rate on the Reservation has decreased to zero over a 10-year period.
	There are a steadily decreasing # of accidents on Reservation roads, parks and in the workplace.

VALUE #3b – EDUCATION

Goals:

Measures of success:

Quality Education for Adults	A program is in place to assist adults in obtaining their GED.
	Adult education classes are routinely being offered – computer, starting a business, basic accounting, grant writing classes, etc.
Children are prepared and excited about continuing their education after high school.	The high school dropout rate has decreased steadily to zero within 6 years.
	The number of high school graduates who go on to college or trade school is increasing to 100% within 7 years.
	The number of Tribal members attending college or trade school and who graduate is increasing to 100% within 10 years.
Quality Education for our children.	Our children's test scores have increased yearly for 5 years until they equal or surpass the state average.
	Quality afterschool programs and tutoring programs are being offered to help our children perform better in school.
Quality cultural education.	Our children know, understand and are proud of their culture and heritage.
	The number of Tribal members who can speak their native language increases every year. In 10 years, all our children know at least basic conversation.

VALUE #4 – CULTURE/HERITAGE

Goals:

Measures of success:

A community that is proud of their culture and heritage.	The Burns Paiute traditional arts and crafts are on display.
	Our children respect their elders and our Tribal traditions.
	Traditional gatherings are being held regularly and frequently on the Reservation
A community that speaks their native tongue.	The number of Tribal members who can speak their native language increases every year.
	All elementary school age children know a few basic words and at least 2-3 songs in their native tongue.
	In 6 years, all our children know at least basic conversation by the time they graduate from high school.
	In ten years, 65% of the Tribal population on the Reservation can converse in their native language.
A community that practices traditional dances, singing, drumming, and crafts.	All elementary school-age children know at least 2-3 Traditional songs and dances.
	All of our children know at least 5 traditional songs and dances by the time they graduate high school.
	All our people participate in traditional dancing, singing and drumming, as well as arts and crafts.
Quality cultural education	Our children know, understand and are proud of their culture and heritage.
	The number of our people that are able to speak in their native tongue grows every year.
	The number of people who know our traditional stories and songs increases

	every year.
	Regular classes on arts & crafts, and traditional foods preparation are being taught on the Reservation.

VALUE #5 - POSITIVE OUTLOOK

Goals:

Measures of success:

A positive outlook amongst the people of the community.	The number of people who show up to planning meetings is steadily increasing.
	Our children respect their elders and Tribal traditions.
	Traditional gatherings are held regularly and frequently on the Reservation.
Community members take part in planning activities.	Sign-in sheets from planning meetings and events show an increase in participants.
	The number of Tribal members that show up to General Council meetings continues to increase.
Community members take part in activities and events.	The number of Tribal members taking part in activities and events continues to increase over a 10 year period.
	At the end of ten years, the average attendance at Tribal activities and events is 75% and above.
Our people look forward to the future and expect good things from their Tribal government and from their community	At the end of ten years, the average attendance at Tribal activities and events is 75% and above.
	More people are taking part in planning activities, including General Council meetings.
	There is less turn-over on the Tribal Council.
	People are generally more optimistic and there is less complaining.

	Reservation.
	All pregnant mothers are receiving prenatal care.
	There are no miscarriages, stillbirths, premature births or unhealthy babies born to women of the Burns Paiute Reservation due to an unhealthy lifestyle .

VALUE #6 - HEALTH

Goals:

Measures of success:

Our people are physically healthy.	The rate of new cases of diabetes on the Reservation has decreased over 10 years down to zero.
	The obesity rate has decreased steadily over a ten year period to less than the national average.
	Alcohol and drug use has decreased to zero over a period of 10 years.
	Our clinic can substantiate a marked improvement in the general health of our people each year over a period of 10 years.
Our people are mentally healthy.	The Tribe has not had a suicide or attempted suicide in 10 years.
	Substance abuse has decreased to zero over a period of 10 years.
	The crime rate on the reservation has dropped steadily down to zero crime over a period of 10 years.
	Domestic violence has decreased steadily down to zero over a 10-yr period.
	An increasing number of Tribal people are active and involved with community activities.
Burns Paiute Tribal people live long, active lives.	Longevity on the Reservation has increased steadily over a 10-yr period and will meet or exceed the national average within 20 years.
	More of our elders are taking part in community activities.
	The clinic shows an increase in the general health of Tribal people.
Our pregnant mothers and children are healthy.	The clinic shows an increase in the general health and well-being of pregnant women and of children on the

VALUE #7 – ADEQUATE HOUSING

Goals:

Measures of success:

There is adequate housing for Tribal members wishing to move back onto the Reservation.	The population on the Reservation has grown by 20% over a 10-year period.
	Our young people are returning to the Reservation after college to work and raise families.
The Burns Paiute Reservation has adequate housing for families.	All Tribal families that wish to live on the Reservation are able to do so in adequate homes.
The Burns Paiute Reservation has adequate housing for seniors.	The Burns Paiute Reservation had elder housing available for Tribal seniors within 5 years.
	There is adequate housing available for all Tribal elders who wish to live on the Reservation.
Housing on the Reservation is in good repair and is aesthetically pleasing.	All housing on the Reservation is appealing to the eye and in good repair.

VALUE #8 - COMMUNITY PRIDE

Goals:

Measures of success:

The Reservation is clean and aesthetically pleasing.	All Tribal lands have been cleaned up and all garbage, tires, & junk vehicles have been removed.
	The land around our Tribal buildings is clean and landscaped.
	Our parks are clean and beautiful.
The Tribal buildings are maintained and look nice.	The Tribal buildings are maintained and look nice.
Tribal vehicles and heavy equipment are safely stored.	Safe storage is available and being used to store heavy equipment and vehicles.
Our parks and streets are clean and safe.	Tribal parks are clean and free of litter.
	Playground equipment passes early inspections for condition and safety.
	There are no accidents or injuries on Tribal roads for 5 years in a row.

VALUE #9 – RECREATIONAL OPPORTUNITIES

Goals:

Measures of success:

The Tribe offers ample recreational opportunities for our elders.	Elders have a variety of indoor recreational options available to them.
	Elders have a variety of outdoor recreational opportunities available to them.
	More elders are taking part in activities within the community.
The Tribe offers ample recreational opportunities for our young children.	Children have a variety of indoor recreational options available to them.
	Children have a variety of outdoor recreational opportunities available to them.
	More children are taking part in community recreational activities.
The Tribe offers ample recreational opportunities for our teens	Tribal teens have a variety of indoor recreational options available to them
	Tribal teen have a variety of outdoor recreational opportunities available to them.
	More Tribal teens are taking part in Community recreational events and activities.
The Tribe offers ample recreational opportunities for adults and families.	Our families have a variety of indoor recreational options available to them.
	Our families have a variety of outdoor recreational opportunities available to them.
	More families are taking part in Community recreational activities and events.

VALUE #10a - SPIRITUALITY

Goals:

Measures of success:

The spiritual needs of our people are being met.	Our children are knowledgeable about Traditional religion and religious customs.
	Our cemeteries are in good condition and are kept clean.

VALUE #10b - CLOSE-KNIT COMMUNITY

Goals:

Measures of success:

A community where people take care of each other.	Our elders are being visited and checked-up-on regularly.
	Rides are always available for people to get to the doctor, dentist, grocery store, and Tribal events & activities.
	Neighbors watch out for all the children in the community.
People take part in community events and activities.	The number of people who are showing up to event and activities in our community is continually rising.
	More people are stepping up to volunteer to plan and help with activities and events within the community.
People reach out to everyone within the Community.	Newcomers are welcomed to the community.
	People are aware of bullying and watch for signs. Bullying is not tolerated.
	Our people are educated about depression and suicide and watch for danger signs.
Our people care about and get along with each other.	No one in the community goes without food.
	There is a noticeable feeling of goodwill in the community.
	Non one in the community gossips about other community members.

VALUE #11 – NATURAL ENVIRONMENT

Goals:**Measures of success:**

A clean and healthy environment.	The Tribe has an active solid waste program that enables community members to recycle and/or discard solid waste material.
	The Tribe holds a yearly cleanup event whereby community members can bring in hazardous waste materials (paint, solvents, batteries, etc.) for proper disposal.
	Indoor air quality is good.
	Outdoor air quality is good.
	Plants on the Reservation are healthy.
Healthy birds and wildlife.	Bird populations are stable or growing.
	Wildlife populations are stable or growing.
Pure drinking water.	Tribal drinking water test pure.
Reservation lands, yards and parks are clean and litter-free.	The Reservation is free of litter.
	The Reservation is free of abandoned vehicles, tires, etc.